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ABSTRACT

Effective February 1976, the Rural Manpower Services Department was integrated totally with the Placement Department, thus removing any rural/urban separation of services. This new concept allowed the provision of equal services to all segments of the work force. Continuing emphasis was placed on providing manpower services to rural residents with special emphasis to migrant and seasonal farmworkers. To strengthen services to migrant and seasonal farmworkers, an additional monitor/advocate was assigned to the Employment Service Director's staff. This 1976 annual report presents information on meetings attended, staff training programs, the impact of rural industrialization and related developments, the impact of agricultural mechanization and changing production techniques, agricultural and farm employment trends, services for rural people, Rural Manpower programs and activities for farmworkers, crew leader registration, annual worker plan and clearance, Rural Manpower Services participation in community development activities, selected data on farm placement operations, composition of interstate farm migrant groups, interstate seasonal agricultural clearance activities, and statewide seasonal farm employment. Attached is a copy of the Farm Labor Bulletin which provides general information on the surplus labor, future needs, and local crop conditions around the state. (NQ)

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Texas Employment Commission

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TEXAS RURAL MANPOWER SERVICES

1976

ANNUAL REPORT

RC010003

MA5-79

1976
Texas

ANNUAL RURAL MANPOWER SERVICES REPORT
Part I - Annual Summary

Planning

Effective February 1, 1976, the Rural Manpower Services Department was integrated totally with the Placement Department, thus removing any rural/urban separation of services. This new concept provides equal services to all segments of the work force. During 1976, continuing emphasis was placed on providing manpower services to rural residents with special emphasis to migrant and seasonal farm workers. Other programs involving migrant and seasonal farm workers receiving attention by the Texas Employment Commission (TEC) Placement Department were Food Stamp, cotton gin workers recruitment, alien certification, worker complaint, clearance, and implementation of the Secretary of Labor's 13 Point Program, Judge Richey's Court Order 2010-72 and General Administration Letter (GAL) No. 10-75.

To strengthen services to migrant and seasonal farm workers, an additional monitor/advocate has been assigned to the Employment Service (ES) Director's staff.

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Meetings Attended

The following is a partial recap of meetings attended by personnel of the Placement Department. The purpose of all meetings was to coordinate activities between the TEC and other service agencies.

1. State Manpower Services Council. Several sessions over the State to discuss training coordination of Comprehensive Employment and Training Act (CETA) training programs.

2. Several meetings in various areas of the State to coordinate pilot migrant projects in Texas and between other states.

3. Meeting in Washington, D. C., to work out procedures related to apple harvest recruitment.

4. Meeting in Austin, Texas, of the State Board of Education and Coordinating Committee.

5. Numerous meetings with Texas State Department of Public Welfare concerning Work Incentive (WIN) Program, Food Stamp, Aid to Families with Dependent Children (AFDC) projects, in-home care, home provider programs, and other child care referral activities.

6. Meetings in Waco and Houston on veterans' work training programs.

7. Meeting of the South Texas Cultural Basin Commission on community development problems of South Texas.

8. Meetings in Dallas, conducted by the Department of Labor, on CETA activities.

Staff Training Programs

A statewide training program was conducted by agency staff covering GAL No. 10-75, which is the ES operational guidelines set forth by Judge Richey's Court Order.

Refresher training on CETA. TEC field personnel attended this training.

Employees of the TEC were given Equal Employment Opportunity refresher training.

Statewide training was conducted on Employer Services Improvement Program.

Training on counseling function was given to field counselors.

In addition to the above-listed training, daily On-the-Job Training is conducted in TEC local offices.

Impact of Rural Industrialization and Related Developments

Urban development did not show the rate of gain as in the past few years. Unsettled economic conditions being the main reason for the slow down.

Construction in rural areas continued at about the same pace as last year.

The border areas of south and southwest Texas continued to have high rates of unemployment. Unemployment rates increased sharply in the retail and wholesale trade this year, due to the devaluation of the Mexican peso. The devaluation caused many of the smaller businesses on both sides of the border to close their doors.

Employment in the Laredo area natural gas fields shows continual, if slight, increases.

Even in light of reduced cattle breeding and reduced feed lot operations, the slaughtering operations in west Texas expanded at an amazing rate of over $2,000,000 in 1976.

Several small garment manufacturing plants have moved to the Texas Panhandle, specializing in such items as women's tops and pants, boys' pants, and women's sportswear.

Numerous other varied interests are in the process of moving from urban to rural areas.

A $190,000,000 copper refinery was formally dedicated in June, producing 420,000 tons of copper annually, employing 750 people. The plant is located northeast of Amarillo in the far north end of the Texas Panhandle.

Impact of Agricultural Mechanization, Changing Production Techniques, and Other Agricultural Trends

Harvesting of vegetables by machines in the Rio Grande plains and lower Rio Grande Valley areas, especially, those vegetables for canning, have reduced the need for seasonal harvest workers. Use of new cubing machines and custom haystackers eliminates the need for wire and also reduces the need for seasonal harvest workers.

Continued increase in the use of preemergence weed killers at planting and use of herbicides for weed control kept the need for seasonal hoe hands low in all areas. Improved wheel moving irrigation equipment and automatic water sprinkler systems have reduced the need for seasonal irrigators.

Farm Employment Trends

Seasonal farm worker employment in 1976 averaged 71,145 monthly, below the 1975 monthly average of 74,310. In major crop activities, monthly seasonal employment in cotton averaged 13,600 vegetables 14,280, fruit and nuts 5,120, feed and grain 21,750, and livestock 14,735. Major vegetable crops with 15,000 or more acres included watermelons, carrots, and cabbage. Major fruits and nuts included citrus, peaches, and pecans. Major feed and grain crops with 500,000 or more acres included wheat, sorghum grain, field corn, oats, and hay.

Regular hired worker employment in 1976 averaged 57,810 monthly, only slightly below the 1975 average. Well experienced regular hired workers are in demand in some parts of the State.

The number of working farm operators performing the majority of work on their farms remained stable with an estimated 137,000 of them in the State.

Services for Rural People

A full range of services is available through the TEC offices for rural applicants including counseling, testing, placement, referral to training, and referral to agencies providing supportive services. Follow-up services for migrant and seasonal farm workers are available.

Probably the most important type of rural manpower operation is the full-service office in many of the rural areas. This type of office is entirely funded and staffed by TEC. Training and operational programs are implemented by a nearby parent local office for assistance.

In addition to the suboffices mentioned above, community operated offices have been established in some areas. These offices are open full-time, 40 hours per week, and are staffed with a local temporary interviewer and a regular TEC interviewer. The local interviewers are usually CETA trainees. The TEC provides an employment interviewer one day a week to train and/or monitor the CETA employees. The interviewer also contacts employers to solicit job orders.

In this type of operation, the county usually provides office space, equipment and telephone service. Portable Job Bank viewers are used in the smaller areas. There are several offices of this type located throughout the State. The number of offices fluctuates with the success or failure of the operation.

Another type of office in which employment services are offered is the itinerant type office which is manned by a TEC interviewer one or two days per week.

Still another type of office which is being used to serve rural applicants is a mobile office. These offices are used in areas where there is high harvest or recruitment activity. In most instances, they are open 40 hours per week and are able to provide services to both employers and applicants since they are usually staffed with both permanent and temporary personnel.

It should be noted that the above smaller types of offices lend themselves to excellent job development opportunities. When operating in small areas, labor market information and job development information are more accessible and more easily disseminated because employers' needs and available applicants are known.

Posters on the hiring of youth, discrimination, veterans, wage and hour, complaint system, etc., are provided to all of these offices by the State TEC office.

Applicants in need of supportive services are referred to the appropriate responsible Federal, State, or local agency.

Rural Manpower Programs and Activities for Farm Workers

Displaced farm workers are afforded the same services that are available to all other applicants. However, only limited vocational training is available in rural areas to assist in transition to nonagricultural work. As technology increases, the number of displaced farm workers increases. With the majority of training being available in metropolitan centers, displaced farm workers have to be referred to these areas.

The TEC published a weekly farm bulletin to acquaint workers with jobs and working conditions in different areas of the State. Local offices post this newsletter on their bulletin boards for all interested persons. A copy of this bulletin appears in the attachment.

Radio spot announcements are used to announce job openings. The announcements request those interested in a particular opening to report to the nearest TEC office for details.

Crew Leader Registration

Training is conducted by TEC staff to acquaint crew leaders with provisions of the Farm Labor Contractor Registration Act of 1963 and its amendments. In addition, efforts are made by any and all means available (i.e., radio spot announcements, television spot announcements, newspaper, word of mouth, etc.) to publicize crew leader information. More migrant crew leaders registered this year than in the past several years. During 1975, there were 2,244 crew leaders registered as compared with 2,634 in 1976.

This activity is conducted by local offices; however, the responsibility for funding of positions for this activity is through the Employment Standards Administration (ESA). To assist the ESA, TEC local office personnel assist crew leaders in the preparation of their applications for registration.

Annual Worker Plan and Clearance

Using the annual worker plan, the TEC endeavors to plan its itineraries for farm workers so their movements will be from crop to crop and their work will continue over the longest possible duration. This procedure is used for migrants who wish to work crops within the State, as well as those who desire to work in the northern states.

In 1976, TEC recruited 4,455 in-plant and farm workers for employment in 13 different states. Most of the workers who participate in activity of this kind originate along the Rio Grande River; especially from the lower Rio Grande valley area. The majority of workers travel to the midwest and central parts of the United States. Many are displaced farm workers who do not have the skills to obtain regular jobs in their home base supply areas.

Many migrants travel through areas where there are known migrant rest stops; however, some take shorter routes and ignore known facilities.

Complaints concerning food, transportation, medical hardships, etc., traditionally continue to be a problem. Wage complaints remain high. The TEC, through its worker complaint procedure, resolved a large percentage of these complaints.

During 1976, extensive efforts were made to discourage people from migrating to northern states where there were known areas of labor surplus. In spite of these efforts--through radio, television, newspapers, etc.--people continued to migrate to northern agricultural work areas. However, the number of individuals migrating, through TEC, has declined.

The TEC cooperates with other State agencies concerning housing laws. For intrastate workers, the Texas Department of Health Resources inspects housing for three or more workers who intend to be in the location for three or more days. The Texas Department of Health Resources supplies TEC with a revised, updated list of approved housing each month. The TEC also makes housing inspections on a periodic basis. These inspections are made after the employer has submitted a housing statement. If housing has been ruled acceptable after inspection by the Texas Department of Health Resources, a statement reflecting this fact is entered on the clearance order.

Rural Manpower Services Participation in Community Development Activities

The TEC continues to be interested in all smaller communities and conducts special surveys of manpower resources to determine areas in need of service.

Underemployment and unemployment surveys resulted in the opening of itinerant, community-operated, mobile, and other types of offices. It is only through lack of demand for service that any office is closed.

Public Relations Activities. The public information department of TEC informs the public concerning all operations of the rural manpower services.

During the periods when extra effort is needed, such as recruitment, efforts are made by the public information department to bring farmers, ranchers, and workers together. In addition, contact is maintained with State and Federal Departments of Agriculture, Extension Service of Texas A&M University, Texas Rehabilitation Commission, State Department of Public Welfare, Commission for the Blind, Texas Department of Health Resources, and Texas Department of Labor and Standards, as well as Texas Good Neighbor Commission, Wage, Hour, and Public Contracts Division of the Department of Labor, Texas Cotton Ginners' Association, and the

Texas Independent Ginners' Association. Contact is also maintained with agricultural associations such as the Texas Citrus Association, Texas Farm Bureau, organized labor, Cattlemen's Associations, Church officials, Intrastate Commerce Commission, Social Security Board, dairy and milk producer associations. Contacts with these organizations are also maintained at district and local levels.

Personnel of TEC are involved in community and area development throughout the State. There is cooperation with county government officials, community action programs, chambers of commerce, Governor's planning office, and other organizations. During periods of seasonal activity when local shortages of work were developed, effective cooperation was received from local newspapers, radio and television stations. This is one of the results of maintaining good relationships with other organizations.

During 1976, the Texas Industrial Commission, the Department of Community Affairs, and the Texas Employment Commission coordinated procedures to implement the Governor's job creation program "Texas First." The program goals are to meet the needs of industry moving into Texas and the expansion of current facilities that create new jobs by having available a trained and motivated labor force. The workers are recruited by CETA prime sponsors and by TEC. Training is offered by the Texas Education Agency and local training institutions.

RCS-OMAS-209
U. S. Department of Labor
Manpower Administration

State Texas
Calendar Year Reported 1976

ANNUAL RURAL MANPOWER REPORT
SELECTED DATA ON FARM PLACEMENT OPERATIONS

ITEM	NUMBER
SECTION A. DAY-HAUL ACTIVITIES AT POINTS OPERATED BY STATE AGENCY	
1. Towns with day-haul points	0
2. Number of day-haul points	0
3. Sum of days day-haul points operated during year	0
4. Total number of workers transported during year	0
SECTION B. SELECTED SERVICES TO SCHOOL-AGE WORKERS (under 22 years)	
5. Supervised camps operated for school-age farm workers	0
a. Placements in camps	0
6. Placements of school-age workers in supervised live-in farm homes	0
SECTION C. SERVICES TO INDIANS LIVING ON RESERVATIONS	
7. Rendered by on-reservation local offices or at itinerant points	
a. Farm placements	0
b. Applicant-holding acceptances	0
8. Other farm placements of reservation Indians	0
SECTION D. OTHER SELECTED DATA	
9. Number of local offices which held farm clinics	0
10. Sum of days on which farm clinics were held	0
11. Total number of local offices participating in formal community service programs	16
12. Peak number of volunteer farm placement representatives	0

SIGNATURE	TITLE
H. N. Goodson	Chief of Manpower Data Analysis & Research

MA 5-79A Oct. 1973

RCS-OMAS-209
U. S. Department of Labor
Manpower Administration

State Texas
Calendar Year Reported 1976

DAY-HAUL ACTIVITIES AT POINTS OPERATED BY STATE AGENCY

	DAY-HAUL POINTS		
Town	Number	Days Operated During Year	Workers Transported During Year
I	II	III	IV

There were no day-haul activities in Texas during 1976

SIGNATURE	TITLE
N. N. Goodson	Chief of Manpower Data Analysis & Research

H. N. Goodson

MA 5-79A Worksheet Oct. 1973

RCS-OMAS-210
U. S. Department of Labor
Manpower Administration

STATE
Texas
CALENDAR YEAR REPORTED
1976

Annual Rural Manpower Report
COMPOSITION OF INTERSTATE FARM MIGRANT GROUPS

SECTION A. MIGRANT GROUP CONTACTS			SECTION B. REPORTING STATE'S RESIDENTS		SECTION C. GROUPS WORKING IN REPORTING STATE	
I TYPE	II BY REPORTING STATE	III WITH REPORTING STATE'S RESIDENTS	I TYPE	II NUMBER	I TYPE	II NUMBER
1. Total	144	185	2. Total persons	3,293	4. Families	526
a. Crew leaders	46	70	3. Total workers	2,445	5. Unattached males	598
b. Family heads	86	101			6. Unattached females	273
c. Other	12	14				

SECTION D. COMMENTS

See narrative "Rural Manpower Programs and Activities for Farm Workers"

SIGNATURE	TITLE
H. N. Goodson	Chief of Manpower Data Analysis & Research

MA 5-79B Oct. 1973

RCS-OMAS-211
U. S. Department of Labor
Employment and Training Administration

State Texas
Calendar Year Reported 1976

ANNUAL RURAL MANPOWER REPORT
INTERSTATE SEASONAL AGRICULTURAL CLEARANCE ACTIVITIES

	Orders		Openings	
	Extended (Sec. A) Received (Sec. B)	Filled	Extended (Sec. A) Received (Sec. B)	Filled
I	II	III	IV	V
Section A. Reporting State as Order-Holding State				
1. Reporting State, Total	2	0	7	0
2. Applicant-Holding States Involved:	4	0	7	0
Section B. Reporting State as Applicant-Holding State				
	I	II	III	IV	V
3. Reporting State, Total	452	115	20,357	4,455
4. Order-Holding State Involved:				
Arizona	1	0	10	0
Arkansas	9	6	34	26
Delaware	8	7	508	204
Illinois	13	7	2,144	327
Louisiana	1	0	2	0
Maine	23	0	481	0
Maryland	10	2	514	27
Massachusetts	11	0	77	0
Minnesota	3	3	1,472	876
Mississippi	2	2	9	9
New Hampshire	16	0	383	0
New York	142	6	3,680	101
North Carolina	8	3	324	83
Ohio	46	14	1,798	250
Oklahoma	3	1	5	2

RCS-OMAS-211
U. S. Department of Labor
Employment and Training Administration

State Texas
Calendar Year Reported 1976

Section B. 4. (cont'd)

I	II	III	IV	V
Vermont	17	0	395	0
Virginia	61	8	2,347	86
Washington	36	32	2,250	1,337
West Virginia	5	0	811	0
Wisconsin	37	24	3,113	1,127

Section C. Comments

See narrative "Rural Manpower Programs and Activities for Farmworkers."

SIGNATURE	TITLE
H. N. Goodson	Chief of Manpower Data Analysis & Research

H. N. Goodson

PART II - ATTACHMENTS

to the Report

Attachment # 1

FARM LABOR BULLETIN

Form E-7 (953)

Texas Employment Commission

Austin, Texas
Tel. 472-6251, Ext.336

No. 24
June 18, 1976

SECTION A NONE

SECTION B GENERAL INFORMATION-SURPLUS LABOR, FUTURE NEEDS, LOCAL CROP CONDITIONS AROUND THE STATE -

Amarillo:	Wheat harvest started this week. Harvest expected to be at full swing in the next few days. Workers and machines on hand appear to be adequate at this time.
Beaumont:	Rice crop is approximately 100% planted and is making good growth. Soybean crop is about 75% planted. Main activities at present are planting of soybeans, land preparation and the irrigation of rice.
Bryan:	Warmer days and nights have increased growth in crops. Grain is heading in some areas. Primary activities are cultivating and hay cutting.
Corpus Christi:	Cucumber harvest is virtually complete. Workers are shifting over to harvesting of watermelons. Sorghum grain is headed with some early fields scheduled for cutting late this week. An excellent crop is expected. Cotton is blooming and setting fruit. Hoe activity continues.
Brownwood:	Grain harvest is in full swing. Crop is exceeding expectations. Some reports of 10 to 15 bushels per acre on wheat and 30 to 60 bushels on oats with good tests have been received. Pastures are in excellent condition. Livestock is doing well. Hay is being baled at this time. Fruit crop is good for the first time in several years. Peanut planting is under way.
Childress:	Wheat harvest is 60% complete. Conditions remain favorable for a good cotton crop which is being contracted for at $.60 per pound.
Eagle Pass:	Corn detasseling is complete. Onion harvest is about over. Cucumber harvest is at full swing. No shortage of labor.

Killeen:	Harvesting of wheat and oat crops is almost complete. Oat yields were above average, but wheat yields were off. Milo, cotton and corn all look good.
Lamesa:	Cotton chopping activity is gaining momentum as crop continues to make satisfactory progress. Labor supply is adequate, but it is expected to be inadequate within a few days to a week.
Laredo:	Harvesting of cantaloupes, honeydew melons and watermelons continues. Families and single workers are available for any type of field and/or cannery work but require transportation advances in most instances to get to work sites.
Littlefield:	Irrigated crops are looking very good. Dry land crops are badly in need of moisture.
Lubbock:	Weather has remained hot and dry creating ideal growing conditions for the cotton crop. All irrigated maize, corn and sunflowers are making excellent growth with no damage from insects at this time. Wheat harvest has begun with yields on dry land acreage in the 10 to 15 bushel category and irrigated making near 25 bushels per acre. Dry land cotton in the western part of the South Plains has not been planted due to dry weather and will not be planted as the cutoff date has passed with no rain having been received. It is expected that this acreage may be seeded in soybeans if rain is received in the next 30 days. Onion harvesting is expected to start Monday of next week with local labor handling the harvest.
Midland:	Cotton chopping is going to start soon as weeds are growing at a fast rate. Rains have helped farm and ranch lands. Cotton and feed lands have been planted and are being cultivated. Early hay crops have been harvested and land is now being watered to start another cutting.
Muleshoe:	Corn is being watered for the first time. First cutting of alfalfa in the area averaged 1 1/4 ton per acre. Hoeing of corn and cotton has started.
Nacogdoches:	Good weather conditions enable farmers to harvest hay. Watermelons and corn crops are looking good and growing well since weather has warmed up.
Pampa:	Wheat harvest is beginning and so far has averaged about 9 bushels per acre. Sorghum grain is doing good where moisture is available.
Paris:	Rain and warm nights are producing good growth in cotton. Hay season is under way and will continue depending on moisture conditions.

Plainview:	Shortage of moisture continues. Irrigation has been continued at a peak pace. Crops are in excellent condition. Hoeing is in progress. Detasseling and roguing of feed is due to start in about 10 days. Some dry land wheat has been cut.
Sweetwater:	Combining is in the clean-up stage in the wheat harvest and will start on triticale this week with only a small acreage to harvest. Crops are growing well. Hoeing is expected to start about the 20th, but fields are clean and only light hoeing will be needed. Most cotton may be cultivated within the next ten days, then will probably hoe.
Temple:	Dry, warm weather continues to prevail in the area. Growing conditions have been ideal for sorghum grain, cotton and hay crops. Some cotton producers have had to poison for control of weevils and some evidence of midge has been noted in grain sorghum. Most of the small grains have been harvested and the yield of oats has been better than that of wheat or barley.
Uvalde:	Carrot and onion harvest is about 80 to 85% complete. Sweet corn and pickle harvest is in full swing. Wheat and corn detasseling is about 50% complete. Weather has been favorable. Cantaloupe harvest started June 15. Crop looks poor.
Victoria:	Haymaking is in full swing. Round balers and hay stackers are taking over. Grain sorghum and rice are making excellent growth.
Weslaco:	Weather has been excellent, hot and dry, permitting harvesting activities to continue at a rapid pace. Harvesting of ripe tomatos is about over with most tomato fields already disked. Peppers and cantaloupes coming in but expected to be over in about 10 days. Grain sorghum harvesting has started with very good yields reported. If weather continues hot and dry, harvesting will be in full swing the next week.

CROP CONDITIONS CHANGE RAPIDLY. WORKERS SHOULD CONTACT THE NEAREST LOCAL STATE EMPLOYMENT OFFICE BEFORE LEAVING AREA.

Attachment # 2

Seasonal Farm Employment - Statewide

(Thousands)

	Total Seasonal Workers		Local Seasonal Workers		Migrants			
					Intrastate		Interstate	
Month	1976	1975	1976	1975	1976	1975	1976	1975
Jan.	45.7	48.3	45.5	47.9	.2	.4	.0	.0
Feb.	49.5	52.1	49.1	51.7	.4	.4	.0	.0
Mar.	61.1	63.8	60.5	63.3	.6	.5	.0	.0
Apr.	73.8	78.9	73.5	78.2	.3	.7	.0	.0
May	91.8	88.4	90.9	87.4	.9	1.0	.0	.0
Jun.	102.3	106.4	99.1	103.1	3.2	3.3	.0	.0
Jul.	97.0	105.3	89.0	94.5	8.0	10.8	.0	.0
Aug.	84.0	88.4	78.7	81.2	5.3	7.2	.0	.0
Sep.	70.8	72.1	69.0	70.6	1.8	1.5	.0	.0
Oct.	65.4	69.2	64.9	68.9	.5	.3	.0	.0
Nov.	59.3	60.9	58.9	60.3	.4	.6	.0	.0
Dec.	53.1	58.1	51.1	55.5	2.0	2.6	.0	.0